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International Ladies' Garment Workers' Union
(ILGWU)

5-15-1956

Justice (Vol. 38, Iss. 10)

International Ladies Garment Workers Union (ILGWU)

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International Ladies' Garment Workers' Union, ILGWU, labor unions, clothing workers, textile workers, garment workers, garment industry, New York, United States

Comments

Justice was the official publication of the International Ladies' Garment Workers' Union ILGWU from 1919 to 1995. Editions of *Justice* were published in English, Italian, Spanish, and Yiddish. When compared side by side, the content of some of these different editions of *Justice* shows significant differences. This is the English-language edition of *Justice*.



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JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

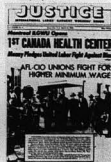


JERSEY CITY, N. J. • MAY 1-15, 1956

ILGWU OPENS 29th CONVENTION



Eleven hundred delegates from all markets and centers in the United States and from Puerto Rico—streamed toward Atlantic City this week to attend the 29th convention of the International Ladies' Garment Workers' Union, scheduled to open in the city on the morning of May 10, 1956. In sessions that will continue for more than a week, they will review the accomplishments of their union during the past three years since the 28th ILGWU convention met in Chicago, and will then proceed to plan the policy and program by which the union will be guided in the period until the 30th convention. The next and latest chapter in the history of a great American union will be formulated in Atlantic City this month.



These covers show pages from the ILGWU history of the past three years.

STACK 8



GENERAL EXECUTIVE BOARD I. L. G. W. U.

KEY figures in the 29th convention of the ILGWU are the union executives pictured on this page. They comprise the General Executive Board, the ILGWU's top echelon of leadership, representing all trade and territorial jurisdictions of the garment workers' union throughout the United States and Canada. Their reports to the delegates will add another chapter to the annals of ILGWU for the period 1953-1956.



Isidore Nagler



Julius Hochman



David Dubinsky
President, General Secretary



Luigi Antonini
First Vice President



Louis Stulberg
Executive Vice President



Charles S. Zimmerman



Joseph Breslow



Israel Horowitz



David Glengold



George Rubin



Charles Kreindler



Bernard Shane



Samuel Otto



Jennie Matyas



Mayer Perlstein



Morris Biola



Harry Greenberg



Louis Nelson



Edward Molteni



Philip Kramer



Louis Hyman



Benjamin Kaplan



Salvatore Ninfo



Nicholas Kitzman

CONVENTION 1956

FOR the third time in the history of the International Ladies' Garment Workers' Union, delegates to its convention are assembling in Atlantic City, the seaside resort center in New Jersey.

The 29th convention of the ILGWU was held in that city in 1957 at a time when the garment workers' union, as an affiliate of the Committee for Industrial Organization, was helping to spearhead the drive to unionize workers in the nation's mass industries. Thirteen years later, in 1950, the ILGWU assembled its delegates once again in Atlantic City, this time to mark its Golden Jubilee.

Today, close to 1,100 delegates from all parts of the United States, from major garment centers in Canada, and—for the first time—from the garment industry of Puerto Rico, are gathering in Atlantic City once more for historic sessions at which the record of the ILGWU for the past three years, since its 1953 convention in Chicago, will be reviewed and the guiding principles of its plans for the future will be formulated.

The 29th convention will open on the morning of May 10 and is expected to adjourn May 18.

Its chief business will be transacted through convention committees, which will bring reports to the whole convention based on their consideration of the several hundred resolutions and of a number of recommendations being made to the convention by the union's General Executive Board.

Highpoint of the convention on its opening day will be the keynote address in which ILGWU Pres. David Dubinsky will review the state of the union and indicate the major problems that confront it and

the delegates.

Two of the committees already have completed their work. The convention's Arrangement Committee finished its tasks long before delegates started for Atlantic City. The committee consisted of First Vice Pres. Luigi Antonini, Executive Vice Pres. Louis Stulberg, Vice Presidents Isidore Nagler, Charles Kreindler, George Rubin, David Gingold and Israel Horowitz, and General Manager Barnett Karp of the South Jersey-Philadelphia Joint Board.

Also prepared for the opening session is the report of the convention's Credentials Committee, which was to meet in the General Office starting May 3 to examine each delegate's credentials. This committee consisted of General Manager Isidore Nagler of the New York Cloak Joint Board, chairman; Pearl Halpern, Local 22; Carrie Franco, Local 25; J. Morgenstern, Local 35; Howard Molisani, Local 48; Anthony Gugino, Local 89; Morris Dobson, Local 127; Louis Zeman, Local 209; Harry Rufer, Local 382.

Delegates will check into convention headquarters, established at the Ambassador Hotel, on May 9. Between 3 and 7 P.M., they will register and receive the necessary convention materials, which include the report of the General Executive Board and the text of resolutions submitted to the convention.

For weeks in advance of the convention opening date, the arrangements committee has been working through the General Office staff and under the guidance of the president and the executive vice president in completing the complex housing arrangements for close to 1,100 delegates and guests, and in preparing the schedule of events and reports for the convention sessions.

Schedule

The 29th convention of the ILGWU will open in Convention Hall, Atlantic City, N. J., on Thursday, May 10, 1956 at 10 A.M.

The opening session ceremonies will include a gala concert by a symphony orchestra conducted by Leslie Helms and will feature the noted soprano Camilla Williams and the popular baritone Igor Gorin.

Welcoming addresses by JOSEPH ALTMAN, Mayor of Atlantic City; LOUIS F. MARCIANTE, president, New Jersey State Federation of Labor; PAUL KREBS, president, New Jersey CIO Council; JOHN MORETTI, president, Atlantic County Central Trades Council. Temporary chairman: BARNETT KARP.

Convention Keynote Address

by
DAVID DUBINSKY
President, International Ladies' Garment Workers' Union

HONORED GUESTS AND SPEAKERS

HUGH GAITSKELL
Leader of British Labor Party

LUIS MUÑOZ-MARIN
Governor of Puerto Rico

JOAO GOULART
Vice President of Brazil

JAMES P. MITCHELL
Secretary of Labor

ROBERT B. MEYNER
Governor of New Jersey

AVERELL HARRIMAN
Governor of New York

PAUL H. DOUGLAS
Senator from Illinois

GEORGE MEANY
President, AFL-CIO

JACOB POTOFOSKY
President, Amalgamated Clothing Workers of America

A. PHILIP RANDOLPH
President, Brotherhood of Sleeping Car Porters

GEORGE S. COUNTS
Chairman, Liberal Party of New York State

CONVENTION MOVIE — "Carousell" May 10
CONVENTION BALL: May 12
CONVENTION BANQUET: May 15



Atlantic City's great Convention Hall, in which the sessions of the historic 29th ILGWU convention will be held, starting May 10. The huge structure also provides meeting rooms for the convention committees.

JUSTICE

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LEON STEIN, Editor
BERNARD SEAMAN, Art and Layout

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16,000,000 American

working men and women

united under AFL-CIO banner . . .

LABOR UNITY

TWENTY years of division in American labor ranks came to an end on Dec. 5, 1955, when AFL Pres. George Meany and CIO Pres. Walter Reuther jointly wielded the gavel in opening the unity convention of the American Federation of Labor and Congress of Industrial Organizations in New York.

During these two decades, American organized labor experienced a profound transformation—in numbers, in standards, in outlook, in influence.

Despite the split, combined union strength grew from 5 million to 16 million workers; on the picket lines and around the collective bargaining tables, impressive advances were scored in wages, hours of work, welfare benefits.

In this period, labor also came of age politically; its heightened awareness and increasingly effective mobilization of voting power are reflected in the stature it has attained as a major factor on the national scene.

Sparked especially by the AFL's uncompromising opposition to any traffic with Communist-dominated "labor" fronts, U. S. unions played a decisive role in helping establish the International Confederation of

Free Trade Unions.

But these accomplishments were overshadowed by the fact that many millions of workers still were outside organized labor's ranks; that rival unions often confronted each other from opposing sides of an NLRB ballot; that anti-labor legislation—from the Taft-Hartley Act on the federal level to anti-union-shop laws in the states—disgraced the statute books and imperiled the rights and gains won over the years.

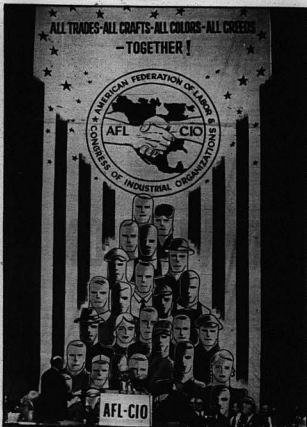
Clearly, the need for labor unity was imperative. And unity in the labor movement was the objective for which the ILGWU had worked consistently and tirelessly, since the first signs of cleavage appeared in the nation's labor structure.

When the Committee for Industrial Organization was set up in 1935, with the avowed purpose of organizing millions of workers in mass production industries, the ILGWU affiliated with it and contributed much to this goal—while remaining in the van of all efforts aimed at restoring full unity within the AFL.

When, however, the Committee in 1938 took steps to become a separate Congress of Industrial Organizations, the ILGWU severed its link, refusing to countenance a dual federation.



From the start, ILGWU favored right to organize industrially, but opposed dual federation. Pres. Dubinsky shows with CIO Pres. Lewis and AFL Pres. Green.



During 18 months of independent existence, the ILGWU and Pres. Dubinsky continued to work for a mending of the rift—but without success. In 1940, the ILGWU returned to the AFL.

However, the garment workers' union never abandoned its quest for a reunited labor movement. Its hopes were revived in the years following World War II, when differences between the AFL and CIO began to narrow.

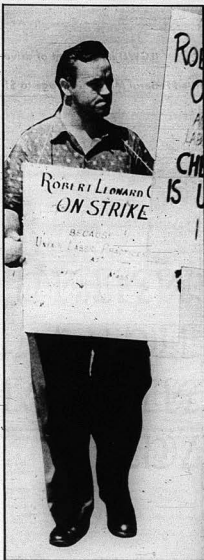
Prospects for unity were enhanced immeasurably in November 1952 when George Meany, in his first statement as new president of the AFL, declared that "We are ready, willing and anxious to talk to the CIO about this very vital question of the unity of labor in the United States."

Signing of the AFL-CIO no-raiding pact in 1953—a step, incidentally, which had been suggested by Pres. Dubinsky at the 1947 ILGWU convention—was a harbinger that actual merger was not far off.

Finally, in February 1955, committees composed of top leaders from both groups reached agreement on organic unity, later ratified by AFL and CIO conventions, culminating in the historic merger which brought together in one organization the 16 million workers comprising the most powerful labor movement in the world.



ILGWU delegates to AFL conventions have supported labor unity moves during past 20 years. Above is delegation to 1955 AFL-CIO unity convention.



A college with
a campus as big
as the garment industry



Training for UNION SERVICE

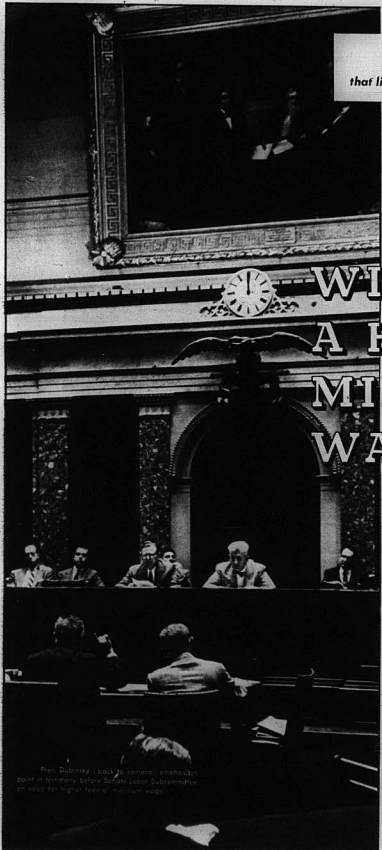
THE ILGWU Training Institute was opened in May 1950 for the purpose of training young people desiring to make their life career one of service to organized labor. Of the 156 students who have since attended the institute, 49 have been members of the ILGWU and another 51 have come from garment workers' families.

The Training Institute is the only school of its kind, providing a full-time curriculum that includes six months of formal classwork in the school, which is located at the General Office, and six months of supervised field work.

Today there are 77 graduates of the school serving the ILGWU and its members in different areas and cities of the United States. They comprise the vanguard of the next generation of ILGWU leaders.



Professors All: At left, First Vice Pres. Antonini hands out a diploma; (top left) I. A. Agree of dress employers tells bosses' side of story; (right) Prof. Philip Taft traces labor history; (bottom, left) Patsy Naterelli of the N. Y. Dress Joint Board describes price settlement procedure; (right) instructor Irving Kiro at Fashion Institute of Technology explains special machines.



**ILGWU in forefront of drive
that lifted Federal Minimum Wage to \$1**

WINNING A HIGHER MINIMUM WAGE

A MINIMUM WAGE, according to Webster's New Collegiate Dictionary, is equivalent to a **LIVING WAGE**. And how much is a living wage? In 1938, Congress thought it was 25 cents an hour, and that's what it provided when it passed the Fair Labor Standards Act.

Subsequent increases brought the level to 40 cents; in 1949, Congress moved it up to 75 cents, reflecting the rises in the cost of living, workers' productivity, and the prevailing average wage.

This rate—insufficient at the time it was set—was completely outdated when the 1953 ILGWU convention declared that "a minimum wage of 75 cents an hour is woefully inadequate to maintain even minimum American standards for a worker's family. As a step in attaining those standards, a federal minimum wage of at least \$1.25 an hour is an absolute and immediate necessity."

Even the Big-Business-dominated Republican Administration had to concede that 75 cents an hour was no longer a "living wage" for an American family. In his Economic Report to Congress in January 1955, President Eisenhower recommended an increase in the federal pay floor to 90 cents an hour.

But organized labor refused to swallow this sop. The ILGWU and several other trade unions, both AFL and CIO, functioning in the soft-goods industries, banded together to fight for enactment of a higher rate.

On March 1, 1955, a joint delegation of seven leaders of AFL and CIO apparel and textile unions conferred with President Eisenhower at the White House to point out the national economy could easily absorb \$1.25 an hour. This would bolster the American people's purchasing power, they pointed out, and

Pres. Dubinsky, back to camera, emphasizes point in testimony before Senate Labor Subcommittee on need for higher federal minimum wage.



ILGers were present in large numbers with delegations, to Senators, Congressmen at Capitol.

would serve to eliminate much of the unfair competition within these industries resulting from the low minimum, which in many non-union areas virtually had become the maximum.

This group, in addition to Pres. Dubinsky, included Jacob S. Potofsky and Frank Rosenblum of the Amalgamated Clothing Workers, Emil Rieve and William Pollock of the Textile Workers Union, Alex Rose of the United Hatters, Cap and Millinery Workers and Arthur Goldberg, CIO general counsel.

The four unions whose leaders had visited President Eisenhower then set up a Joint Legislative Committee on the Minimum Wage, with headquarters in Washington, to coordinate their campaign.

At the same time, the ILGWU General Executive Board outlined three goals: First, to obtain Congress-

sional action on a higher minimum during its current session; second, to have the minimum raised to \$1.25; third, to have minimums in Puerto Rico hiked by the same hourly amount as on the mainland.

Thus, an all-out drive was set in motion, involving thousands of ILGWU members and those of other unions in all parts of the country.

At all levels of the legislative campaign, top labor spokesmen and rank-and-file members in the shops mobilized for an all-out push. Pres. Dubinsky and other ILGWU representatives were among the leading unionists who presented testimony before the Senate Labor Subcommittee, headed by Senator Douglas, containing detailed, cogent arguments for raising the wage base to meaningful levels—on the U. S. mainland and in Puerto Rico.



Labor spokesmen from back home give convincing arguments to Senator John Sparkman (in center).



Senator Lister Hill (left) tells assembled constituents his views on bill to boost U. S. pay floor.



Garment, other workers get picture of line-up in Senate from Senator Earle Clements, Democratic whip.

Workers from different parts of the nation, members of the four unions allied in the fight, poured into Washington to buttress their Senators and Congressmen and win their support for a boost higher than the 90 cents proposed by President Eisenhower.

Rallied by the ILGWU Political Department, garment workers from every section of the union's jurisdiction figured prominently in these "grass-roots" delegations to the national capital, to state houses and city halls. Backing these efforts were the thousands of signatures on petitions affixed by workers in the shops.

This phase of the drive was of tremendous educational value. For garment workers, it provided direct experience in political and legislative action. Congressmen, on the other hand, learned that not just a few top labor leaders, but millions of workers in the cities and towns of America were vigorously determined to win a more equitable wage standard.

Throughout a sweltering summer, the "heat was on" the nation's legislators as they listened and considered, debated—and voted. Early in June, the Senate acted favorably on the recommendations of its committee, and passed a bill for a \$1 minimum in the United States and for higher floors in Puerto Rico.

In the House, it was a nip-and-tuck battle all the way. Within the Labor Committee, the \$1 was approved by a single vote; on the floor, the Republican leadership made several attempts to limit the rise to 90 cents—the last of these was defeated by only six votes. Finally, in the last days of July, the House passed—and the President signed—a bill raising the federal minimum to \$1 an hour, but without broadened coverage or provision for Puerto Rico.

To maintain the difference between union scales and the new federal floor, the ILGWU immediately swung into action to assure that adjustments were made in union contracts providing minimums at least 10 cents above the legal rate.

At the same time, the union initiated major organizing drives throughout the country, conducted as educational campaigns to inform unorganized workers that only through union collective bargaining and enforcement machinery could they get the full benefits of the higher minimum.

Meantime, with this victory under its belt, the ILGWU, together with fellow unionists in the AFL-CIO, set its sights on future action to win, both through negotiations and through legislative enactment, a truly living wage for all of America's workers.



ILGers are briefed by Political Director Gus Tyler at Washington session (top), while Pres. Dubinsky (at microphone) and leaders of other unions visit White House to confer with President Eisenhower.



Island garment workers
win higher wages,
welfare benefits in
first contract

THE ILGWU CAME TO PUERTO RICO

FOR Puerto Rican workers—long plagued by low wages, lack of job opportunities and weak organization—the commonwealth's evolution from an agricultural to an industrial economy could mean either significant improvements in living and working conditions, or intensified poverty and deprivation.

Two historic developments, which occurred during the week of Jan. 16, 1956, gave strong hope that a better day was in the offing.

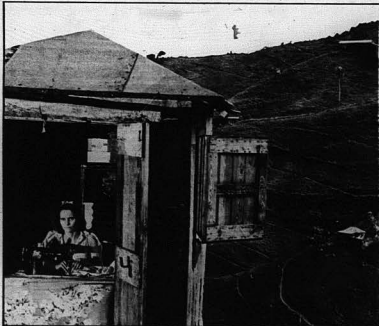
That was the week the first ILGWU collective agreement in the Puerto Rican garment industry was signed, covering 3,000 workers in the island's brassiere trade.

It was also the week when a Special Industry Committee, on which Pres. Dubinsky served as a labor member, recommended a 15-cent increase in the brassiere industry legal minimum wage, which as a result reached 70 cents an hour.

Under terms of the union contract, which the ILGWU chief helped negotiate, the union minimum was set at 5 cents above the statutory level; other gains included paid vacations and holidays and other welfare benefits.

These rates and conditions are a far cry from the 2 and 3 cents an hour that prevailed in the Puerto Rican garment trades in 1940, when Pres. Dubinsky first served on a wage and hour committee for the island.

Now, organized into ILGWU Local 600 and bolstered by a union agreement, Puerto Rican brassiere workers have established a bridgehead from which the commonwealth's residents—American citizens—can progress toward the levels attained by their fellow Americans on the mainland, assuring that the island's rapid industrialization will be reflected in a better life for all of its people.



Puerto Rico's emerging economy is a challenging mixture of old handicraft and modern industrial enterprises. The contrast is most dramatic between the newer garment factories and the old garment industry evil of homework, which flourishes in the more remote, agricultural areas as well as in some of the cities.



Governor and Mrs. Luis Muñoz Marín of Puerto Rico greet Pres. and Mrs. Dubinsky (center) at reception.



Island's new garment factories are spacious structures embodying latest production techniques.



First ILGWU groups received briefings directly from top-rank union officers, including Pres. Dubinsky.

TO SAFEGUARD

UNION GAINS:

POLITICAL ACTION

GARMENT workers have long known that gains won on the picket line may be lost at the polling booth. The ballot is the key to public policy and personnel and the rights of workers have always been circumscribed by federal and state laws and those who enforce them.

In more recent years, the right to picket and the right to strike have once again become the targets of crippling restraints. The Taft-Hartley Act and the many state anti-labor laws it has spawned have put serious obstacles in the way of trade union organization.

In every community and state in which they live and work, ILGWU members have exerted a liberal influence. In pre-election periods, they become the pace-setters for getting the maximum number of citizens registered to vote. Then, as election day approaches, their campaign committees use every possible device for making the issues clear, putting the candidates' records straight and getting out the largest possible vote.

Sometimes, political action goes beyond the election of candidates. This has been especially true in the period since the 1953 convention.

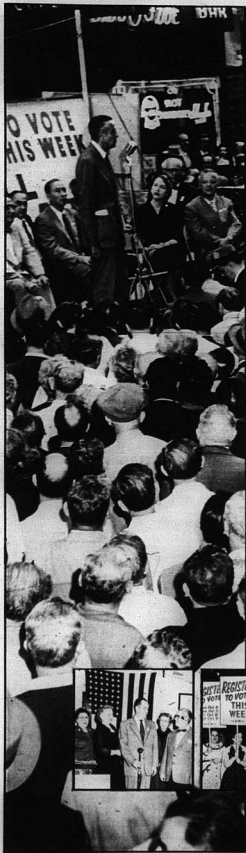
In the three years since then, ILGWU Campaign Committees have been especially active in those areas in which, in 1954, a slight shift in votes was decisive in gaining victory.

Republicans lost control of Congress in the 1954 election, and in five heavily populated states, conservative Republican Governors lost out to more liberal-minded Democrats.

While major attention is generally aroused at the time of national elections, ILGWU members have also realized the importance of off-year and local contests. The ILGWU Political Department has served as an exchange and clearing device through which ILGWU affiliates, members and committees are able to obtain information and guidance on all phases of political life.

Of chief importance since the 1953 convention was the drive to have Congress raise the federal minimum wage rate. This campaign reached its peak in the summer of 1955. Hundreds of garment workers, joining with large groups from other soft-goods industries, came to Washington to petition for a raise of the minimum from 75 cents to more than the 90 cents per hour recommended by the Republican Administration.

Garment workers have always coupled good citizenship with good unionism. Today, in hundreds of American communities, garment workers are active in political life. They know that in the world's greatest democracy, the ballot is the most powerful instrument for good.



In union office, meeting hall, on picket line and in market place, ILGWU campaign committees help tell the election story. Left to right: Senator Humphrey meets with garment workers; New York garment workers demonstrate for enrollment registration information is given at local headquarters; Senator Douglas addresses garment workers' meeting.



Strike spirit of early years
marches on picket lines
in new union areas

STRIKE!



Miami strikers went afloat to tell their story and to "picket" ocean-front home of employer.



Serbin workers in Fayetteville, Tenn., dramatize arrests for violating "Iron Curtain" injunction.



Today, as in first decades of union, picket posters are effective in organizing holdout shops.



Towering presence of "the law" fail to deter Canadian ILGWUers at locked-out plant in Quebec.

"ON the line, on the picket, picket line . . . !"
This strikers' refrain has echoed throughout garment centers for decades, from the teeming streets of New York's apparel areas to the rural surroundings of a Southern or Western town—during the union's formative years, when it was fighting for its right to exist, and even currently, when negotiations fail to bring results.

In the old days, strikes for union acceptance, for more humane working hours, for wages above the prevailing pittance, were practically an everyday occurrence. Now, the union's strong status, combined with the spread of peaceful collective bargaining, have made use of the strike weapon far less frequent.

But, like their forebears, garment workers of this era are ever ready to pound the pavements whenever and wherever recalcitrant employers think they can balk unionization, or are reluctant to grant the pay and work standards that are the rule, or attempt to intimidate workers. Then the streets resound with the songs and slogans of the strikers.

Sometimes, only a few hours are needed to bring the boxes into line, as in the market-wide stoppage in January 1954 which resulted in unionization of shipping clerks in 1,500 New York dress shops.

In other instances, many months of bitter struggle are encountered, marked by injunctions and other anti-labor acts, when ILGWU members are compelled to use their economic weapon in defense of elementary union rights, as in the Serbin strike at Fayetteville, Tenn.

But conference table or picket line; the ILGWU always is ready for whatever may develop.



Even before AFL-CIO merger, members of both groups extended solidarity to ILGWU drive in Alabama.



Scene of strike action shifts to Tennessee courtroom after mass arrest of ILGWU organizers and strikers.



Chicago striker's sign gives poignant reason for her determination to win benefits of union pact.



New York dress shipping clerks check list of shops in one-day walkout that brought complete victory.



ILGWU

1953 to 1956



Summary section of the G.E.B. Report to 29th Convention

This 29th convention of our union assemblies at a time of uneasy peace and uncertain prosperity. We meet six months before a Presidential election and less than half a year after the reunification of the American labor movement. As unionists, we have become part of the family of 16 million working men and women comprising the largest single organized body of free labor in the world. As Americans, we are citizens of the most powerful democracy in history.

We are needle workers whose skills and energies have kept American women the best dressed in the world. For 56 years we have pooled our strength as individuals to give our union the vision and the determination with which to rid our industry of the sweatshop and to substitute the rule of reason and the techniques of collective bargaining which force previously prevailed.

World Responsibilities

As American workers, we have acquired grave new responsibilities. Freedom-loving men and women everywhere look to our country to sustain their faith by providing proof that free labor in a free society is the world's best hope. What we do as American workers and citizens has become important to the entire world. Now we are approaching that political season in our national life when we must determine whether public policy has given the greatest possible support to that hope.

Since our last convention, the search for world peace has been conducted in the shadow of a frightfully destructive power over which we no longer exercise sole control. We contend for peace with an adversary that scorns our ideals, mocks our freedoms, hides its aggressive purpose behind smiles and rewrites its history with the blood of its own people. It has gained the weapon of the atom at the same time that it has held tight its grip at home and on those whom it keeps in imperialistic subjugation.

Our own material and spiritual strength as a nation has become a crucial factor in the maintenance of peace.

American Labor Unites

After 20 years of division in the labor movement, the AFL and CIO are now one united organization. To our union, with its two decades of solid effort toward labor unity, the present merger is a source of profound satisfaction. The new AFL-CIO, bringing to an end an unduly prolonged era of split, opens a period of potential growth in organization, political influence, and community services.

In 1934 we stated our position as follows:

"We do not believe now, and we never believed, that two separate labor movements are required to achieve the common objectives of labor. We believe now, as we have always believed, that one unified labor organization in this country could and should bring the benefits of organization to all wage earners in the land, whether in the mass production or the skilled industries and protect labor against its economic as well as political enemies."

Our past work within the labor movement to realize this merger does not end with the fulfillment of these

hopes. We now join with the other creative forces in the merged movement to realize the high purposes embodied in the new constitution to consolidate clear, democratic, progressive unionism serving all workers regardless of race, creed or color.

Public Policy and Law

The present Administration readily takes credit for the comparatively high levels of production, employment and earnings that continue to characterize the national economy. But the major stabilizing factors in that economy have been the safeguards enacted during New Deal and Fair Deal Administrations and the ability of organized labor to protect and raise the standards of its members.

While branding preceding Democratic Administrations as "socialistic," the present Administration has not moved to eliminate major social legislation enacted by those Administrations. Old-age social security, unemployment compensation, bank insurance, price supports for farmers, the minimum wage have been the most steady influences in our economy.

Since our 1953 convention, restrictions on organized labor have increased despite the Administration's promise to repeal the most anti-labor features of the Taft-Hartley Act. The evil intent of that law has become increasingly clear in its application by Administration-appointed personnel. Its Section 14(b) has provided the means through which the federal government has surrendered to the states much of its jurisdiction over management-labor relations by enabling them to enact laws far more detrimental to unions than the parent federal law.

Garment Industry Trends

Our industry has always been most sensitive to changes in general business conditions. The rise and fall of employment is almost immediately reflected in a parallel fluctuation of the volume of work in our shops. In addition, in recent years, apparel has had to compete more keenly to maintain its share of the consumer dollar in the face of the challenge presented by greater demand for hard goods and homes.

When layoffs increased in certain sections of the economy in 1953, garment markets were directly affected. However, toward the latter part of 1954, business throughout the country took a general upturn. In our own industry, this produced a recovery which was marked by a rise in retail apparel sales that continued into 1955, when it reached an all-time high.

At the same time, within the total volume of apparel production, changes in the relative strength of individual items have reflected changes in clothing habits and the patterns of American life. While certain traditional types of garments have registered a decline, those that meet the needs of informality, easy design and ready combinations, such as are afforded by separates, have continued to show an increase.

With these shifts, employment expanded in some segments of our industry and yet depressed in others. These developments, in turn, also affected the earning opportunities for our members. The greatest gains in earnings occurred in the lower-paid branches of the industry. On the other hand, in the more traditional

lines, the lack of sufficient work lowered workers' earnings—and employers' profits.

Membership Gains, Changes

We come to this 29th convention with our membership at the record high of 445,093 (exclusive of a potential membership of 3,000 Puerto Rican beaser workers). This marks a net increase of slightly more than 3 per cent over the membership of 430,850 we reported to the 1953 convention.

The turnover of our membership has remained high due in the main to the fact that we are predominantly an industry employing working women. In the past three years, more than 200,000 were initiated or reinstated to membership. Yet, this huge number has only barely more than covered the exits from membership due to deaths, retirement, family needs and other causes, and it has required the most persistent organizing efforts merely to maintain our membership at an even level.

Three Major Drives

ILGWU activity in the past three years has concentrated on three major drives, in addition to meeting the regular obligations of servicing members. These have been the drive to make the 35-hour work week universal in the ladies' garment industry, the drive to raise the federal minimum wage rate, the drive to spread the ILGWU into new "frontier" areas.

35-Hour Work Week

The 1953 convention issued the mandate for the 35-hour work week when 52 per cent of the ILGWU membership already was on that schedule. Now, excluding our Canadian membership and not yet reflecting our Puerto Rican membership, 97 per cent of our members are covered by agreements providing for the 35-hour week. In some instances, the reductions in hours have been accomplished in two steps. All have been accompanied by upward wage adjustments that have prevented any loss in earnings because of the cut in hours.

This historic change has been achieved without serious strife. In the absence of national agreements, such as some other industries have developed, attainment of this goal has entailed the renegotiation of hundreds of union contracts. Completion of this task has meant the elimination of unfair competitive advantages resulting from the existence of more than one standard work week in our industry.

Higher Minimum Wage

The last previous adjustment of the federal minimum wage occurred in 1949, when the rate was raised from 40 cents an hour to 75 cents. In recent years, the labor movement formulated a demand for an increase from 75 cents to \$1.25. Last summer, when amendments to the Fair Labor Standards Act were pending in Congress, the Republican Administration recommended an increase to 90 cents.

Unions in the apparel and textile trades were more vitally concerned with the pending increase in the minimum wage rate than was the case in the heavier,



basic industries. When the Administration made its 90-cent recommendation, unions in these soft-goods trades joined in a concerted effort to gain an increase above that limit. Their drive contributed decisively to enactment of a minimum rate of \$1.

Raising the wage floor made other adjustments in the wage structure necessary. Our union was especially concerned with the narrowing of the gap between minimum and average earnings that might result from failure to adjust the wage structure upward. At its October 1955 meeting, the General Executive Board declared:

"In view of the enactment of the higher minimum wage by the Congress of the United States, the GEB declares that the decision of the union's 1953 convention that new agreements be made to provide union minimums at least 10 cents higher than the legal rate be continued with the establishment of the \$1 minimum wage. Further, the board directs all ILGWU affiliates that when the new federal minimum goes into effect, all wage rates, including piece rates, be adjusted upward to maintain the approximate relationship between minimum and average earnings which existed prior to Mar. 1, 1956."

Since then, our union has been able to gain satisfactory adjustments as prescribed in this policy, with only few exceptions. Most employers have recognized generally that it would be impractical to have workers in union shops work for no more than the federal minimum. They also recognized the justification for maintaining similar relationships between minimums and average rates following the establishment of the new minimum.

Puerto Rico

Our legislative drive for a higher minimum wage included the request that minimum rates for Puerto Rican garment workers be raised by the same amounts of money as the raise in the mainland minimum. The Puerto Rican workers had been by-passed when the minimum was last raised in 1949; we petitioned Congress not to repeat this error, the chief result of which had been a widening of the gap between island and mainland rates and earnings.



The amendments to the Wage and Hour Act finally passed by Congress, however, until we increase the island's minimum rate. The ILGWU therefore launched organizational activities in the island's garment industry for the purpose of obtaining through unionization what could not be obtained through legislation. Early in 1956, as a result of its current organization drive in Puerto Rico, our union won its first collective agreement on the island with a group of brasserie manufacturers. This laid the basis for extending the drive into other branches of the insular garment industry.

Canadian Campaign

Organizing efforts outside continental United States have also included spirited Canadian-wide drive to which the General Office has given material as well as moral support. The campaign has involved the coordinated efforts of all of our affiliates in the provinces of Canada, and first results have been satisfactory.

Our Organizing Drives

Much of our organizing activity has been conducted in an openly hostile atmosphere reflecting anti-labor attitudes that have spread into many parts of the country.

Last year, the Federal Trade Commission renewed its attempt to discredit our contracts and trade practices as being in restraint of trade, despite the failure of this charge in the past. This latest move is merely a broader version of the harassment we have had to suffer on the local level.

We have had to contend with local ordinances, such as one in Bailey, Ga., requiring organizers to obtain licenses at exorbitant fees; with a judge in Fayetteville, Tenn., who issued an injunction barring strikers and their friends and families from coming within 1,000 feet of a struck plant; with a National Labor Relations Board majority, appointed by the Eisenhower Administration, that ruled that strikers

in Pascagoula, Miss., be punished for violence not committed on their picket line and not committed by them.

Every legal device has been used to meet such situations; a number of these cases are still pending and on their way to higher courts. Traditional ILGWU picket line determination has been matched by resourcefulness; there is no precedent for the union's novel organizing tactics in which it built in Appomattox, Va., a plant to be rented by a union employer pledged to hire strikers left jobless by a runaway firm.



Wage Increases

Our union has not launched general wage increase drives during recent years. One reason for this has been the low level of the volume of production in some of the main branches of our industry, such as coats, suits and dresses. Another has been our standing program of improving fringe benefits such as health, welfare and retirement and strengthening the funds for these benefits.

In many sections of our industry, the latter aim has now been accomplished. With the improvement of business conditions last year, a number of affiliates were able to undertake separate drives for wage increases. In general, these were obtained in the course of agreement renewals and were won in Philadelphia, St. Louis, Chicago and in New York blouse, undergarment, snowsuit and other markets and branches.

Severance Pay

In the past three years, a number of firms have shown because their owners have accumulated enough wealth to retire. The callous disregard of responsibility to those who have made that wealth possible and who continue to need employment has revived interest in severance pay funds.

This safeguard against loss of jobs was first raised at our 1950 convention as a possibility for inclusion in ILGWU contracts. But because of adverse conditions and the priority of other improvements, it has remained dormant until now. Late in 1955, the opportunity of obtaining a severance pay fund presented itself in the negotiations for a new agreement in the New York seafarers' contract. On March 13, 1956, Seafarers Local 105 won the first such fund in an ILGWU collective contract.

Multi-Plant Pacts

The recent development of the multi-plant type of firm in our industry, operating in more than one city, state or ILGWU jurisdiction, has led to the formation of a policy requiring a unionized firm to negotiate a master agreement covering all of its plants or to set simultaneous expiration dates in all of its contracts with the union.

A challenging situation involving a multi-plant firm arose in the case of a company operating a union shop in New York and two non-union plants in a Southern community, in violation of the contract requirement that all work be done in union shops. The firm contended it was violating the agreement because of pressure by local community and business leaders.

After obtaining an impartial chairman's award, and unwilling to have this employer enjoy windfall profits gained through unfair competitive advantage, the union arrived at a settlement formula with this firm that would lessen the "gap" between it and the manufacturers covered by the same agreement who were paying the wages and fringe benefits provided in union agreements.

Under this arrangement, the employer pays to the union a stipulated percentage of his payroll to offset the advantage the employer has from the fact that his workers do not enjoy the 35-hour work week or health and welfare benefits.

The accumulation of the payments was not the primary purpose of this arrangement. It was hoped, rather, that through the loss of these payments which would otherwise have gone to the workers and because of other losses suffered by the workers in the absence of unionization, the community would come to realize the injustice being committed by it against

the workers and would end its opposition to unionism so that these workers might also enjoy the shorter work week, the higher earnings and the other union benefits embodied in a collective agreement. It remains our hope that these workers, by becoming members of our union, will also gain the full benefits of a collective union agreement.

Japanese Imports

In the case of a number of blouse firms that imported garments from Japan, the union invoked the clause in its agreements requiring a firm under contract to make its production in union shops. The impartial chairman found these companies guilty of violating their agreements and imposed awards against them totaling \$60,000.

Pres. Dubinsky declared that "while our union definitely favors improved trade relations between the United States and the rest of the world, we cannot ignore the fact that an unrestrained scramble for American markets by countries which utilize home workers and pay starvation wages can seriously threaten American labor standards. Such an occurrence is not in the interest of the United States and actually it is not beneficial even to the exporting country. The remedy, of course, is not to exclude Japanese products from our markets or to impose on such goods a tariff which is so high as to be destructive."

"The solution must come, rather, in the form of trade that is both free and regulated, that will preserve our domestic standards and safeguard the employment of our workers while, at the same time, clear the way for Japanese workers to improve their own wages and conditions, thus enabling them to increase the consumption of their own products and Japanese industry to grow and compete on a fair basis."

The action taken by the union and the impartial chairman had the effect of stopping this practice by those involved in these cases and by others preparing to emulate them.

The problem of Japanese imports continues, however. The recent declaration of the Japanese government that it has established a self-imposed quota



does not solve the difficulty, since this "quota" merely authorizes the shipment of the same quantity of Japanese manufactured blouses as have hitherto been sold in the United States. A proper solution awaits a bilateral agreement, arrived at in discussion between the United States and Japan, rather than through the unilateral action of Japan alone.

Intra-Union Mergers, New Department

Several changes have occurred in the structure of our union during the past three years. The Lower Southwest Region has been created, comprised of Texas, Arkansas and Oklahoma, formerly under the jurisdiction of the Southwest Region. Two mergers have occurred, both beneficial to the affected organizations. One of the last involved the Philadelphia Cloak Joint Board and the South Jersey Joint Board while another, in Los Angeles, pooled the strength and resources of its Dress Joint Board and Sportswear Joint Council. Both mergers were accomplished through voluntary action, and it is clear that the retention of all officers of the merging organizations by the new organizations aided in bringing about the consolidations.

Unauthorized Strike Actions

Two outbreaks of unauthorized strike action occurred in this period, both involved serious threats to the welfare of our members. In an instance in Local 15 of Philadelphia, the proffered resignation of an officer charged with dereliction of duty was accepted after evidence of continuing disability was presented to the Philadelphia Joint Board.

At the Handmacher-Vogel plants in Kentucky, our members lost work days, jeopardized their jobs and their agreement because of a picket line set up by another union. The strike was unwarranted and was intended to embarrass our union.

In such cases refusal to cross a picket line should be measured by a fuller examination of the real



purposes and objectives of the picketing, particularly when there is no official sanction or recognition by our union of such picket lines...

Safeguarding Welfare Funds

One result of the widespread adoption by American industry of health, welfare and retirement funds—in the establishment of which our union pioneered—has been the accumulation of vast reserves by these funds. In a number of cases, there has been a growing tendency to commercialize the purposes of such funds. Investigations have revealed a number of cases of collusion between insurance brokers, companies and unsavory elements.

The original purpose of these funds has been perverted by those more concerned with using them for their own gain than in making certain that workers receive maximum benefits. In our union, we have taken necessary steps to safeguard these funds through guarantees prescribed by our union constitution, through supervision and regular audits and by generally limiting administrative costs to the low level of 5 per cent for health and welfare and 3 per cent for the administration of retirement funds.

Officially, organized labor has long opposed government regulation of unions or their health and welfare funds. As the funds have increased in size and coverage, a change of attitude has developed. Pres. Dubinsky raised the issue in an important article published by the American Federationist, official publication of the AFL, in July 1954. Subsequently, both the AFL and CIO, for the first time, turned themselves in favor of legislation to regulate and safeguard welfare funds. Then, in December 1953, the merger convention of the AFL-CIO adopted a detailed, uniform code of ethical practices for governing union health and welfare funds as well as a legislative program in this field.

Welfare Fund Legislation

Since then a number of bills, both on state and national levels, have been proposed. Early this year, the Administration introduced a measure in Congress which fell far short of AFL-CIO objectives. On the other hand, the report issued recently by the Sub-

tending over one plant must take into consideration the jurisdiction customarily exercised by each union. On the other hand, under the AFL-CIO no-raiding pact, the arbitrator between a former AFL and a former CIO affiliate may not consider each union's traditional jurisdiction but must limit himself to deciding whether or not one of the contending unions has had an established collective bargaining relationship with the plant. The arbitrator must rule in favor of the union that did have such a relationship even if the product involved is in the traditional jurisdiction of the other union.



The rigid limitations of the no-raiding pact no doubt were essential as a temporary measure for the transitional period of a merging labor movement. Certainly, at the time, they provided the most practical way of avoiding jurisdictional raids so long as two separate federations had the power to grant jurisdiction to their affiliates in the same industry.

However, now that the two federations have merged, the limits of the AFL-CIO no-raiding pact should be modified, particularly in the case of those unions which exercise a unique and non-conflicting jurisdiction. This problem must be given full recognition by the joint committee which is to be established by the merged AFL-CIO, in accordance with the provision of its constitution that a new no-raiding agreement be drawn. We hope that such an agreement will be formulated as soon as possible.

Over \$23 Million for Aid

Among members of our union, there are some who as recently as 30 years ago were toiling long hours for low wages, some who even became charges on society. But since then these workers, through their union, have improved their conditions and raised their standards of work and of living. Now, through the International Union and its locals, they extend to those who are less fortunate, at home and abroad, the hand of help which has, since 1940, provided more than \$23 million. In the period since the 1953 convention alone, aid to worthy causes and institutions has amounted to \$4,500,000. This is, indeed, eloquent proof of our constant confidence in our obligations to the communities in which our members work and live and with the cause of labor at home and abroad.

Help to Hat Strikers

In the field of labor solidarity, we are proud to record the fact that in the late summer of 1953, when our sister union, the United Hatters, Cap and Millinery Workers, was embroiled in a desperate fight for survival against the Hat Corporation of America, our union regarded that struggle of great significance to the general labor movement as well as to the workers directly involved and their union.

We felt that these workers should not be forced to submit to the conspiracy because lack of funds and we therefore offered the Hatters a loan of \$275,000 of which \$110,000 was provided by the General Office and \$165,000 by our New York affiliates. It was this initial loan, as well as those by other unions which followed, that enabled the Hat, Cap and Millinery Workers' Union to hold and eventually to win the strike, after 11 months. We also realize how this prolonged and crucial strike must have affected the union's financial structure, and therefore decided to convert \$75,000 of the loan into a contribution, thereby reducing the indebtedness of the Hatters' Union to the ILGWU to \$200,000.

Half-Million to Fight Polio

On the initiative of the ILGWU, its members have taken close to their hearts the fight against infantile paralysis. Since the last convention, they have generously given more than half a million dollars to the March of Dimes. First under the direction of the late Frederick F. Umhey, and this past year under the direction of First Vice Pres. Antonini, the annual annual drive to raise money for the fight against polio, highlighted by the development of the Salk vaccine, has moved closer to the conquest of this crippling disease.

Hospital in Israel

At a recent meeting of local managers, it was unanimously decided to finance a hospital, in the name of the ILGWU, to be erected at BeerSheva in the Negev, in Israel. A million dollars was pledged for this purpose, to be raised in the next four years. Responding to the appeal of the Mayor of Haifa, our union also decided to raise \$50,000 for the completion of the stadium in Haifa, to be dedicated to First Vice Pres. Luigi Antonini in recognition of his fighting courage and devotion to the cause of democracy, tolerance and human rights for all peoples everywhere.

Passing of Umhey

The untimely passing of our Executive Secretary Frederick F. Umhey on Jan. 26, 1955 left a deep void in our ranks. He came to our General Office in 1934 directly from the office of our attorney and mentor, Morris Hillquit. He was the first of many specialists not previously connected with a labor union who later came to serve with us as the administration of labor organization grew more complex.

He made great contributions to our union in terms of shaping its investment policies, and because of his legal background, served as advisor-consultant on legislative, legal and financial matters as well as other factors affecting the policy of our union.

He brought to union service not only his expert qualities, but also the warmth of his devotion to the principles of organized labor. He worked with little regard for his own comfort, but with a continuous search for new ways to serve. He coupled pioneering in trade union techniques with other forms of community service. He will long be missed.

Administration of the General Office

The steady growth of the volume of work in the top executive offices of our union and the growing complexity of administrative problems have combined to increase the load of work and responsibility on the office of the president of the ILGWU. Even before the death of Executive Secretary Umhey, the



committee on Welfare and Pension Funds, headed by Senator Douglas, makes recommendations which, with only minor exceptions, meet the AFL-CIO criteria. In signing the unsatisfactory bill passed in April 1956 by the Republican-dominated legislature of New York, Governor Harriman pointed out its discriminatory failure to provide protection for workers covered by funds controlled wholly by employers.

ILG Investment Policy

Until recently, the investment of ILGWU welfare and general union funds has been confined to bonds of the federal government. In January, 1955, that policy was modified to permit investment of these funds and reserves in FHA and VA guaranteed mortgages, in savings banks and in our own East River-Housing Corporation. None of these investments put ILGWU money in common stock, and the investments are fully secured against speculative uncertainties.

The new policy means an increase in the income of the funds and greater service by our union to the community. The magnificent ILGWU Cooperative Village on a slum cleared section of New York's East Side has been financed, for the most part, by a \$15 million ILGWU mortgage, of which \$12 million came from health, welfare and retirement funds and \$3 million came from general union funds.

No-Raiding Pact, Internal Disputes Plan

The no-raiding pact concluded by the AFL and CIO in December 1953 cleared the way for eventual labor unity. In the Fall of 1954, a similar but broader pact, called the Internal Disputes Plan, was formulated by the AFL to deal with jurisdictional disputes among its affiliates. In both cases, our organization joined with us in establishing a new relationship with other unions in both federations in ratifying these pacts.

Under the AFL internal disputes plan, an arbitrator between two former AFL affiliates con-

need for relieving the pressure of work was becoming acute.

Until now, the office of executive secretary has not been filled. Meanwhile the General Office has been successful in resolving part of its problem through action of the GEB in creating two new posts; executive vice president and controller.

First Vice Pres. Louis Stulberg assumed the office of executive vice president on April 9 of this year, and he is undertaking a number of organizational, administrative and bargaining responsibilities. Alexander Bookstaver, formerly vice president of the Amalgamated Bank of New York, was named controller, and is assuming supervision of the union's investment, real estate and other property interests.

Stulberg, while manager of Local 62, for a number of years has assisted the president as a part-time "trouble-shooter" in a number of important organizational and negotiating situations throughout the country.

Stulberg became an organizer for the ILGWU in Toledo, Ohio, in 1924. Since then he has served the union in many capacities, including business agent and assistant manager in Cutlers' Local 10, assistant executive secretary of the ILGWU from 1945 to 1947 and since 1947 as ILGWU vice president and manager of the union's Undergarment Local 62.

Communists' Role in Our Union—Past and Present

The immigrant beginnings of our union account for the readiness with which our members have always received new ideas and new programs. Our first members included workers who had participated in Socialist and revolutionary movements in Europe. They continued their interest in social reform and political action in their new homeland.

For more than half a century, partitions of political factions have been found in the ranks of our union. When the Socialist Labor Party split in the Eighteen Nineties; when, a decade later, the Industrial



Workers of the World spread their influence into our ranks; when politically-minded trade unionists challenged the concept of pure-and-simple trade unionism; when Socialists and anarchists offered rival solutions to economic problems; when Isaac Hourwich criticized the Protocol of Peace and called for more militant unionism—all of these others, the bitter debates and ideological battles raged in the ranks of our union.

These debates were never confined to theory. Nor were results always immediately forthcoming. Our members agitated for old age and unemployment insurance for forty years before these began to be enacted into law.

The major political upheavals of our age found immediate echo in our ranks. In the very first weeks of the Russian revolution, pro- and anti-Communists fought each other in our locals. In the late Nineteen Twenties, our union was almost torn asunder as the Communists tightened their grip on some of our locals in a battle for control of the ILGWU. The challenge of Communist-led members became serious in our union. A number of locals had to be suspended. Our union was weakened, its membership dropped to 23,000, its debts mounted and work standards in the shops deteriorated.

Communist Dual Union

The Communists formed a dual union in our industry. When they could not win the fight against constructive unionism from the inside they took a flank position outside the union from which to launch their attacks. There were many in their ranks, some who later rose to important positions in the ILGWU, who, in disillusionment with Communist principles and tactics, left the dual union and returned to our ranks where they became effective anti-Communists.



By 1934 we had rebuilt our union and the Communists were disbanding their. The ILGWU called on members of the dual industrial union to return to the ILGWU fold as individuals. Their last die-hard remnants finally returned when the Communist Party ordered their union disbanded in 1935.

Our policy was to absorb the dual union, to grant them individual membership and to extend to them the same union protection provided to all other members but not to entrust them with union office. In a number of locals, they became a vocal and significant minority, making their power felt in local elections. Only the utmost vigilance of our loyal members blocked their efforts to capture local union control; their successes were very limited.

Decline of Communists in Our Union

In the first years after the Communists' return to the ranks of the ILGWU, their estimated strength was over 30 to 35 per cent of votes cast in a limited number of New York local unions which they were members. At one time, there was a danger that by skillful maneuvering they might capture important posts in two local unions. The loyal members in these locals therefore adopted the block system of voting which enabled members to vote an entire slate instead of voting for each candidate separately.

The Communists fought this system bitterly. The block system made it easy for our members to identify those who followed the Communist line and those who favored constructive unionism. Despite the fact that at each pre-election period, in the course of numerous debates and lengthy meetings, the Communists have protested against this system of balloting as undemocratic, the members of the union have endorsed it overwhelmingly.

Our Recent Elections

At the peak of their strength in the Twenties before they were suspended and before they formed their dual union, the Communists were able, at times, to win a majority in a number of our key locals. In the recent elections for officers and convention delegates, which were held in all locals throughout the United States and Canada, the vote for Communist-supported candidates dwindled to insignificance. In

New York, their so-called stronghold, they barely mustered 3 per cent of the total membership. In two or three locals, their votes did represent approximately 10 per cent. Those who voted this way can not, however, in any way be classified as Communist adherents but merely as persons who had grievances and who took the course to express their opposition to existing conditions.

The vigilance of our loyal members, the constant alertness of the union to the needs of its members, the exposure of Communists' disloyalty to the labor movement and their subservience to their Russian masters have weakened their position in our union. Their ranks have been thinned further by the Hitler-Stalin Pact, the anti-Semitic attacks made by their Russian masters, the threats to peace in the Middle East and elsewhere, the trials and executions ordered by Stalin and now the revelations by Khrushchev and his co-riders.

Our membership has remained strong and devoted to the principles of free trade unionism. The union has become for them the means through which they have raised their work standards. It has also been the market place for the exchange of ideas, one in which the good has been accepted and the bad most decisively rejected.

Clean Unionism

Delegates, we have fulfilled our responsibilities to our members by pursuing our organizational aims with determination and by vigilantly safeguarding the interests of our union and its members.

There are malfeasances in all walks of life—in business, in politics, in church and in state. But the occasional abuse of trust that occurs in the ranks of labor seldom fails to land in the newspaper headlines, which carry frequent charges of racketeering in the unions. These sensational accounts originate either with friends of organized labor who deplore these defections or with the enemies of labor only too anxious to exploit them.



During 1955, many ILGWU affiliates, on recommendation of the General Office, installed bank-type machines to streamline the processing of members' dues payments and record keeping. Wherever they have been installed, these machines have eliminated the necessity of making individual receipt entries, of pasting stamps, posting separate members' ledger cards, tedious day-book additions. They have simplified and modernized systems and controls.

The 53 machines installed last year, including 47 bank-type and six bookkeeping machines, represent a total investment of about \$250,000. But by meeting the need of increased efficiency, they will yield over the years savings exceeding this investment they represent.

Forty-seven of the bank-type machines were purchased by the following:

In New York: Locals 10, 22, 23, 25, 32, 40, 66, 89, 91, 105 and the branch offices of the Dress Joint Board.

In the Northeast Department: Pennsylvania Locals 93, 111 and 264, Allentown; Locals 234, 243, Easton; Local 223, Hazleton; Locals 108, 196, 197, Harrisburg; Locals 249, 295, Wilkes-Barre. Also in the Northeast Department: Upstate New York District Council and Northern New England District Council.

Also: Chicago Joint Board, Montreal Dress Joint Board, St. Louis Joint Board, South Jersey-Pennsylvania Joint Board.

The Cloak Out-of-Town Department, Eastern Out-of-Town Department, Local 190 Philadelphia, Allentown District Office, and the General Office also have installed bookkeeping type machines.

A number of other affiliates are considering and planning installation of these machines.

The responsibility for clean unionism is primarily the responsibility of labor itself. The labor movement should not depend solely on government to do this job.

The fact that only a small percentage of the labor movement is infected by unclean practices does not excuse labor from the duty of chasing out this sort of infection. The disease can spread and, even if it is localized, can and does bring discredit to all of organized labor. We can not tolerate unethical practices, even though they may be prevalent in business and elsewhere, because we are not a business but a movement whose posts of leadership should be occupied by men and women who are dedicated to human progress and not to personal aggrandizement.

The code of ethics, written into the new AFL-CIO constitution and underlined by Pres. Meany's call to "see that from our ranks are eliminated those who would make a contribution to the destruction of the movement," can and should be coming years to be the basis for making organized labor leadership a model of socially minded, democratic, and honest administration.

We are proud of the fact that, in our own union, we have never waited for headlines to rid ourselves of the occasional betrayer of the trust. We have not needed government officials to determine whether or not an abuse has been committed. At all times, we have kept our eyes open and have been on the alert, and all complaints—whether signed or not—have been investigated. Where our investigation has indicated that a trust has been violated, the culprit has been dismissed forthwith.



GEU Declaration, 1940

The policy of this union was clearly stated in the report of the General Executive Board to the 1940 ILGWU convention. The GEU then declared:

"It has been the good fortune of our organization throughout the many years of its existence that its house has remained clean of the stench and plague of racketeering. Still, the GEU has not failed to conceive that its duty is to keep the ILGWU clear of every shadow of dishonesty and malfeasance on the part of every officer, high or low."

The GEU's report stated that six officers, not among the higher ranks of leadership, had been removed from office, "for irregularity in personal conduct which threw reflection on the organizations with which they were connected."

"The GEU," continued the report, "regarded their removal so urgent for the general welfare and good name of our union that it would not be halted by technicalities but made sure that the sore was removed before it affected the body of our organization. No trade union stands to suffer from such a policy; on the contrary, it tends to strengthen its morale and prestige." This has continued to be our guiding principle ever since.

In a period since the 1953 convention, we have had to discharge seven minor officers, accountants and bookkeepers. We called some of these cases to the attention of the district attorney's office in New York, so that in addition to dismissal, the culprits were made subject to prosecution.

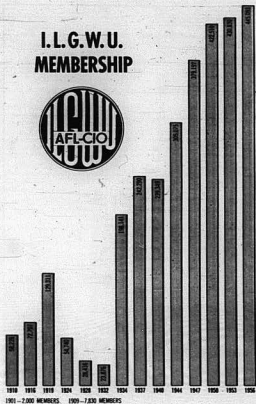
Loyal Staff, Officers

Despite these cases we consider the record of our union to be remarkable. We function, as of January 1, 1956, through 533 locals, administered by 22 joint boards, 26 departments, district councils and regional offices located in 332 cities, 40 states, five Canadian provinces. We have collective agreements with 121 employers' associations, individual contracts with 2,600 single firms and our contracts cover 443,093 workers in 12,500 garment plants. We live and work in an industry of the keenest kind of competition, of many temptations.

To serve our members, our union employs 769 staff members and 913 officers. The few malfeasants are indeed a small portion of a total staff of 1,682 devoted and loyal working men and women who, in the General Office and in the offices of our affiliates throughout the United States and Canada, carry on the daily work of our ILGWU.



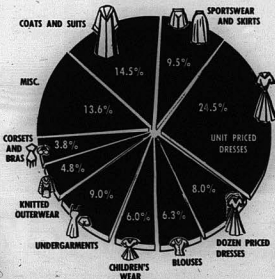
I.L.G.W.U. MEMBERSHIP



I.L.G.W.U. membership is at its peak of 445,093. Persistent organization drives have maintained it at a high level, despite comparatively rapid turnover of a membership largely composed of working women. On this page, that membership is analyzed in terms of the basic trades, major markets and garment-making centers.

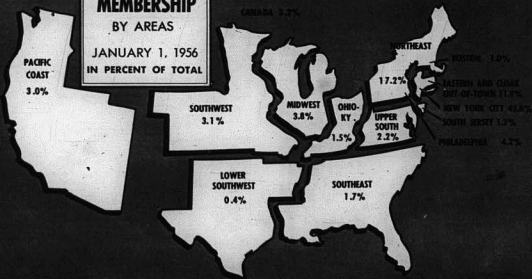
I.L.G.W.U. MEMBERSHIP BY TRADES

JANUARY 1, 1956
IN PERCENT OF TOTAL



I.L.G.W.U. MEMBERSHIP BY AREAS

JANUARY 1, 1956
IN PERCENT OF TOTAL



*Union finances cooperative skyscraper
village on slum-cleared East Side*



ILGWU Homes



The slum area replaced by the ILGWU Cooperative Village included old tenements, blighted neighborhoods, with no playgrounds for children.



Almost every apartment in the ILGWU-sponsored development has a view of the river, and the entire "village" is surrounded by park space.



Pres. Dubinsky, builder A. E. Kozan, and Robert Moses break ground.



New York's East Side made a holiday out of Dedication Day, and thousands crowded the central court to hear notables speak.



AFL-CIO Pres. Meany, plumber by trade, tests kitchen equipment.

THE ILGWU Cooperative Village that now stands at the foot of Grand Street on New York City's East Side replaces a slum area in which, at the start of the century, many new Americans—immigrants from oppression and poverty in other parts of the world—had their first homes in the new world.

The East Side, with its slums and its sweatshops, was a breeding place of crime, of disease. In its railroad-flat apartments, lacking fresh air and sunshine, tuberculosis flourished. Life in the crowded tenements was short, and filled with interminable hours of labor.

Out of these anti-social conditions came the powerful movements of reform. Our own union, the ILGWU, was born on this same East Side out of the immigrant's revolt against the sweatshop and his unyielding hope that in America, with its free institutions and democratic government, the way was open

for forging a better life for his children.

Many who witnessed the dedication of the ILGWU Cooperative Village on Oct. 22, 1955, were children of those who had lived in the shadows of the old tenements half a century earlier. Notables among the speakers, who included Senators, the Mayor of New York, Mrs. Roosevelt and others high in national and municipal life, pointed to the justice of the ILGWU coming back to clear the slum and to replace it with magnificent skyscraper structures bringing space and fresh air and sunshine into the lives of 1,668 families.

These four structures—and the people who live in them—comprise a community that is living proof of the value of a free labor movement in a democracy. The spirit that made this "village" possible is the same spirit that moves a picket line: it is the desire for improved living conditions for all.

Financed by funds drawn from the ILGWU's general resources and from the reserves of welfare benefit funds, these homes—a source of pride to the city and its inhabitants—are the social dividends of union-

ism, a return to the general community made by a union that has grown in that community.

First families moved in two days after the dedication ceremonies. The model development provides a maximum of free play space, gardens, etc., and includes 982 apartments with balconies or terraces. Tenant-owners purchase their apartments at an investment of \$625 per room, with monthly carrying charges averaging \$17 a room. About 25 per cent of the occupants are members of the ILGWU. An indication of the great demand for rentals in the Cooperative Village is the fact that there is a waiting list of 500.

Completion of the development evoked widespread comment throughout the nation. There is a critical shortage of homes for middle-income families throughout the country. In New York, at least, the ILGWU Cooperative Village has demonstrated that financial resources exist through which it is possible to build homes for middle income families at a cost that is not beyond their reach.

...for people



In opening the dedication ceremonies Pres. Dubinsky declared: "The true glory of these wonderful structures lies in the power of the dream that made them come true—the faith that life in this nation can be something better than a slum."

by

Seaman

Justice staff artist Bernard Seaman provides ILGWU members with incisive visual editorials in every issue of the union's publication. Here is a sampling, from hundreds of cartoons that have appeared in *Justice* since the 1953 convention, of the world as viewed by Seaman.

"Bag-Holders, Inc."



"Alas..."



"O, Spirit, Speak..."



"Smell Anything?"



"Oh, Stranger!"



"The Boy at the Dike"



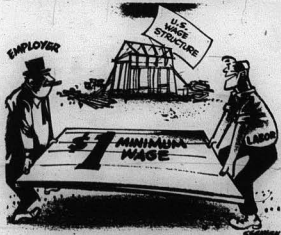
"May Day Parade"



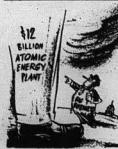
"Bite Size"



"Remember—This is the Floor, Not the Roof!"

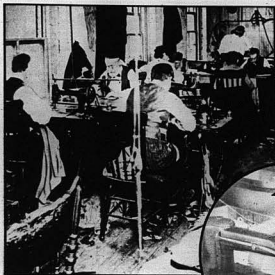


"Man — I Could Use You!"



"Not a Sound"





The 35 Hour Week

BACK in the Eighteen Nineties, before the ILGWU was established, a New York cloak-maker in a Ludlow St. sweatshop had to toil from 6 A.M. to 11 P.M. a day to earn \$7.58 for the week.

In the last half-century, the union has succeeded in cutting the work week in half; today, virtually the entire ILGWU membership operates on the 35-hour week.

This standard was not attained easily. Many years of struggle, many miles of picket lines, many weeks of negotiations were required to reduce the hours garment workers spent in the shop and to increase the time available for leisure, recreation, education.

One of the first concerted efforts by garment workers to cut the work period, in pre-ILGWU days, was a walkout by some 700 men and women members of the New York Dress and Cloakmakers' Union in July 1885, demanding a 10-hour day. One hundred and fifty children, ranging in age from 14 to 17 years, struck a waist contractor in Brownsville in 1906, also seeking a 10-hour day.

But not until eruption of the historic strikes, which established the ILGWU as a permanent factor in the industry, were these strivings channeled into effective action. Demands for a shorter work week figured prominently in the waistmakers' general strike ("The Uprising of the 20,000") in 1909, and in the giant walkout of 60,000 cloakmakers ("The Great Revolt") in 1910.

Before the strike, waistmakers had to be at their machines at 7 in the morning—and they remained at them until 8 at night, with but half an hour off for lunch. And in the cloak trade, some were working as many as 16 hours a day, during the hottest months of the year.

With the victories that brought union recognition came provisions for slashes in hours. Waist employers agreed to a 52-hour week—a great advance for those days—and the Protocol which ended the cloak strike stipulated a 50-hour work week, against the 60 to 70 hours that had prevailed, especially among sub-contractors.

Immediately after the first world war, another major break-through on the hours front was achieved when many thousands of dress, cloak and other apparel workers won the 44-hour week, after strikes which took place in almost every garment market in the country during 1919. New York dressmakers, in 1923, scored a further reduction to 40 hours.

Early in the New Deal era, New York's cloak and dress workers were first in the garment industry to

raise the 35-hour banner by obtaining this gain in 1933. In the same year, the shorter work period was extended to contracting shops in the New York area, and soon spread to the miscellaneous locals in the metropolis.

During the ensuing years, markets in various parts of the country succeeded in incorporating 35-hour provisions in their agreements. By the 1953 convention, 52 per cent of the ILGWU's total membership was covered by such provisions.

"The time has come," the General Executive Board declared in its report to the 28th ILGWU convention, "for the introduction of an overall 35-hour week in those branches of our industry where it has not yet been achieved."

Convention delegates left no doubt about their stand: By unanimous vote, they enthusiastically adopted a resolution stating that "no new agreement be entered into by any of our affiliates without a provision for a 35-hour work week; that no existing agreement be renewed unless the 35-hour week is made a part thereof; that the hourly and piece rates shall be increased to compensate for the shorter work week."

This resolution, Pres. Dubinsky emphasized, constituted a mandate to all sections of the union.

And ILGWU affiliates lost no time in carrying out this mandate. Mobilizing all their forces, they swung into action from coast to coast to press for universal extension of the shorter week.

Within the first three months after the convention, another 75,000 ILGWU members joined 35-hour ranks as the result of contract negotiations. By March 1954, Pres. Dubinsky was able to report to the GEB that the figure had grown to 130,000 and that a total of 150,000 members were on the shorter work week. Half a year later, the board was informed that 80 per cent of the union enjoyed this standard.

Today, 97 per cent of the organization is covered by 35-hour provisions. Thus, in less than three years, this major reform, accompanied by compensatory wage adjustments, was won for an additional 200,000 garment workers, in the main through peaceful bargaining at the conference table.

The industry's workers have indeed come a long way from the dawn-to-dusk drudgery that blighted the lives of their counterparts half a century ago. To the garment workers of that era, attainment of even a 50-hour week often seemed visionary; to organized garment workers today, even the 35-hour week is considered but the latest stepping stone to a fuller life.

A half-century fight

to cut work week in half



Picket line 1909 to conference table to picket line 1955 marked path to 35-hour week, more leisure time.



Work and play at Franklin D. Roosevelt Institute in Palermo, Italy, fill the days of these youngsters, who come from workers' families and learn maritime trades.



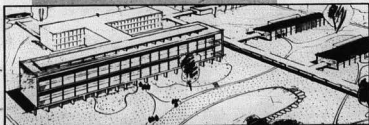
The new Middle East democracy, Israel, has a great need for technicians and mechanics. The ILGWU-supported Trade School in Haifa is helping supply these.



Playtime outside the beautiful Sigmund Home, named for former ILGWU president, on outskirts of Paris.



In Paris, ILGWU funds support the ORT (Organization for Rehabilitation through Training) school.



The ILGWU has pledged to provide \$1 million to be used for the building of a much-needed hospital in the Negev area in Israel. The center will be built through the Histadrut, the labor movement of Israel.

Reaching out the helping hand

"Without regard to race, color, or creed..."

ILGWU members, remembering those less fortunate than themselves, have always been ready to help. Both at home and abroad, they have won for their union an outstanding reputation for generosity.

In their own hearts, they have not forgotten the trials and sufferings of their own past as garment workers. Now, enjoying the fruits of unionism, they have—through direct financial aid, through service, through participation in civic affairs—returned to the community some share of the gains they have won through the years.

While they have aided in the March of Dimes and in such emergency needs as last year's flood relief at home, they have also reached across the seas to give help where it counts most: in the rehabilitation of youngsters who were the most serious victims of wartime disruptions. In Italy, in Paris, in Israel, ILGWU aid has meant the operation of schools in which young people have learned useful trades and found a new faith in the ways of democracy.

In the past year, ILGWU aid has also been extended in the form of pledges which will provide a hospital in Israel and, in the same country, a stadium which will be named for First Vice Pres. Luigi Antonini. These are only the latest in a series of good works by which the name of our union and the spirit of our members is enshrined in the hearts of millions of young, free men and women throughout the world.



In all lands, trade unionism means useful citizens for tomorrow.

The ILGWU was there . . .

When Disaster Struck...



Flood fury wrought heavy damage in Bridgeport, Conn. (top); Long Island (center); Humesville, Pa.

DISASTER struck in the summer of 1955 in the wake of roaring hurricanes that sent bulging rivers over their banks to inundate the Northeast section of the country. As on previous occasions when nature went on a rampage, our union rolled up its sleeves and went to work.

As the fury of the floods ravaged the countryside, the Northeast Department's Mobile Health Center was placed at the service of the state of Pennsylvania. In a 72-hour marathon of mercy, the unit covered 600 miles of stricken area, as the crew pumped anti-typhoid vaccine into the arms of thousands of townspeople.

Disaster was not limited to Pennsylvania. Destruction and loss of life took their tolls in New Jersey, Connecticut, the Hudson Valley and Long Island, and our union needed no prodding to move swiftly with every available relief measure.

In South River, N. J., an emergency rescue crash truck, donated by members of the Eastern Out-of-Town Department, played a vital role in rescue operations. In ravaged communities in Connecticut and Long Island, the ILGWU set up emergency kitchens and distributed food, clothing and other necessities. The Cloak Out-of-Town Department alerted all of its local managers to stand by for special relief work.

By the time the waters subsided and rubble lay heaped where homes once stood, the ILGWU and its members had contributed more than \$113,000 in flood relief funds, to assist affected members and to aid the

emergency program of the American Red Cross.

Our union had done a job. And the gratitude of its beneficiaries did not wash away in the torrents. In September 1955, the Mobile Health Center stood before the state capitol in Harrisburg, while Pennsylvania's Governor George Leader presented an Award of Merit to the ILGWU.

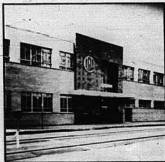
The 33-foot, fully-equipped clinic on wheels had first set forth in September 1954 to bring preventive medicine to the doorsteps of thousands of workers in small communities who could not get to regular health centers. A three-man crew—doctor, nurse, technician—dispensed diagnostic service at factory gates from town to town.

In deed as well as in purpose, the Healthmobile had more than justified its short existence. At its meeting last October, the General Executive Board considered a proposal for a fleet of up to a dozen Mobile Health Centers. As its first step, the board commissioned the building of three units at once—one to serve members in the Southeast Region, another for possible assignment to Puerto Rico and the third to serve where need warrants and emergency demands.

Through these health centers on wheels, many workers who have not seen a doctor in years will learn of latent illnesses they never knew they had; they will be referred to local physicians for therapeutic care; in effect, they will, by investing minutes in preventive medical care, avert personal disasters and ensure many more years of good health.



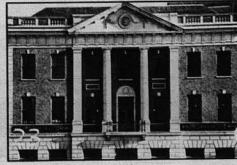
Emergency kitchen in the heart of Bridgeport, Conn., was set up by ILGWU during critical flood aftermath when food and water became contaminated. Union's flood relief operations extended over four states.



ILGWU CITY

1. Los Angeles Clark (new). 2. Philadelphia, Health Center. 3. Wilkes-Barre Bldg., Health Center. 4. Cleveland Bldg., Health Center. 5. Los Angeles Bldg., Health Center. 6. St. Louis Health Center. 7. Fall River Bldg., Health Center. 8. Newark Bldg., Health Center. 9. U.S. House. 10. New Theatre. 11. Local 145. 12. Local 91 Hudson View Lodge. 13. Chicago Bldg., Health Center. 14. Local 48 N. Y. 15. Allentown Bldg., Health Center. 16. St. Louis, 17. Eastern. 18. N. Y. Clerk. 19. N. Y. Street Harbison Office. 20. Boston Bldg., Health Center. 21. Philadelphia, Kohns. 22. South Jersey. 23. Local 91 N. Y. 24. Montreal Bldg., Health Center. 25. Los Angeles Clark (old). 26. Kansas City Health Center.

ILGWU affiliates in garment centers throughout the country and in Canada have acquired properties which, put together, add up to a sizable union "city." From the General Office in New York and from the other structures pictured here, staff personnel service the day-to-day needs of the ILGWU's 445,000 members. In some localities, union offices and health centers are housed under a single roof; in others, union headquarters and medical units occupy separate premises.





ILGWU General Office in New York, central headquarters of the union, containing offices of the president, service departments, several regional departments - coordinating center for all ILGWU activities.

New York Union Health Center, first of the growing chain of ILGWU health units, occupies several floors of this skyscraper in the heart of Manhattan.

